

# Position Classification Plan

Effective 07/05/10

TOG - HR

| <u>SALARY<br/>GRADE</u> | <u>MIN HIRE<br/>RATE</u> | <u>MAX<br/>RATE</u> | <u>MINIMUM - MAXIMUM</u> | <u>CLASSIFICATION TITLE</u>           | <u>FLSA<br/>Status</u> |
|-------------------------|--------------------------|---------------------|--------------------------|---------------------------------------|------------------------|
| 3                       | 7.82                     | 12.12               | 16,266 - 25,210          | Scorekeeper (PT/T)                    | N                      |
| 4                       | 8.22                     | 12.73               | 17,098 - 26,478          | Recreation Leader I (PT/T)            | N                      |
| 5                       | 8.62                     | 13.39               | 17,930 - 27,851          |                                       |                        |
| 6                       | 9.04                     | 14.04               | 18,803 - 29,203          | Custodian (PT/T)                      | N                      |
|                         |                          |                     |                          | Desk Attendant (PT/T)                 | N                      |
|                         |                          |                     |                          | Facility Attendant (PT/T)             | N                      |
|                         |                          |                     |                          | Recreation Leader II (PT/T)           | N                      |
|                         |                          |                     |                          | Recreation Office Asst (PT/T)         | N                      |
|                         |                          |                     |                          | Secretary to Committee (PT)           | N                      |
| 7                       | 9.52                     | 14.76               | 19,802 - 30,701          |                                       |                        |
| 8                       | 9.98                     | 15.49               | 20,758 - 32,219          | Boathouse Operator (PT/T)             | N                      |
| 9                       | 10.49                    | 16.25               | 21,819 - 33,800          | Lead Boathouse Operator (PT)          | N                      |
|                         |                          |                     |                          | Park Ranger (PT/T)                    | N                      |
|                         |                          |                     |                          | Public Grounds Maintenance Worker (T) | N                      |
| 10                      | 11.01                    | 17.06               | 22,901 - 35,485          |                                       |                        |
| 11                      | 11.58                    | 17.93               | 24,086 - 37,294          | Bus Driver                            | N                      |
|                         |                          |                     |                          | Parks Maintenance Worker              | N                      |
|                         |                          |                     |                          | School Crossing Guard (PT)            | N                      |
|                         |                          |                     |                          | Street Maintenance Worker             | N                      |
|                         |                          |                     |                          | Town Courier (PT hours)               | N                      |
| 12                      | 12.12                    | 18.83               | 25,210 - 39,166          |                                       |                        |
| 13                      | 12.73                    | 19.77               | 26,478 - 41,122          | Receptionist                          | N                      |
|                         |                          |                     |                          | Equipment Operator                    | N                      |
|                         |                          |                     |                          |                                       | N                      |
| 14                      | 13.39                    | 20.76               | 27,851 - 43,181          | Fleet Services Technician (PT hours)  | N                      |
|                         |                          |                     |                          | Lead Parks Maintenance Worker         | N                      |
| 15                      | 14.04                    | 21.81               | 29,203 - 45,365          | Criminal Records Clerk                | N                      |
|                         |                          |                     |                          | Office Assistant                      | N                      |
|                         |                          |                     |                          | Recreation Activities Specialist      | N                      |
|                         |                          |                     |                          | Street Sweeper Operator               | N                      |

| <u>SALARY<br/>GRADE</u> | <u>MIN HIRE<br/>RATE</u> | <u>MAX<br/>RATE</u> | <u>MINIMUM - MAXIMUM</u>                   | <u>CLASSIFICATION TITLE</u>  | <u>FLSA<br/>Status</u>          |
|-------------------------|--------------------------|---------------------|--|--|---------------------------------|
| 16                      | 14.76                    | 22.89               | 30,701 - 47,611                            | Administrative Support Specialist<br>Animal Control Officer<br>Auditorium Technician<br>Finance Specialist<br>Lead Equipment Operator<br>Maintenance Technician<br>Permit Specialist | N<br>N<br>N<br>N<br>N<br>N<br>N |
| 17                      | 15.49                    | 24.03               | 32,219 - 49,982                            | Building Maintenance Technician<br>Fleet Mechanic<br>Lead Auditorium Technician<br>Recreation Program Specialist   | N<br>N<br>N<br>N                |
| 18                      | 16.25                    | 25.22               | 33,800 - 52,458                            | Deputy Town Clerk<br>Senior Administrative Support Specialist<br>Special Events Coordinator (PT)   | N<br>N                          |
| 19                      | 17.08                    | 26.51               | 35,526 - 55,141                            | Lead Building Maintenance Technician<br>Lead Fleet Mechanic<br>Recreation Specialist - Seniors & Adults  | N<br>N<br>N                     |
| 19**<br>(Police)        | 17.08                    | 26.51               | 37,968 - 58,931<br>**based on 2,223 hrs/yr | Crime Prevention Officer<br>Drug Enforcement Officer<br>Investigator<br>Police Officer I and II<br>School Resource Officer<br>Youth Services Officer                                 | N<br>N<br>N<br>N<br>N<br>N      |
| 20                      | 17.93                    | 27.82               | 37,294 - 57,866                            |  |                                 |
| 20**<br>(Police)        | 17.93                    | 27.82               | 39,858 - 60,043<br>**based on 2,223 hrs/yr | Police Officer - First Class   | N                               |
| 21                      | 18.83                    | 29.21               | 39,166 - 60,757                            | Building & Plumbing Inspector<br>Engineering Inspector<br>Engineering Technician<br>Human Resources Specialist<br>Parks and Grounds Supervisor<br>Streets Supervisor                 | N<br>N<br>N<br>N<br>N<br>N      |
| 21**<br>(Police)        | 18.83                    | 29.21               | 41,859 - 64,933<br>**based on 2,223 hrs/yr | Police Officer - Senior Officer  | N                               |
| 22                      | 19.77                    | 30.67               | 41,122 - 63,794                            |  |                                 |
| 23                      | 20.76                    | 32.20               | 43,181 - 66,976                            | Auditorium Supervisor<br>Recreation Center and Program Supervisor<br>Marketing Supervisor (Parks & Rec)  | N<br>N<br>N                     |

| <b><u>SALARY<br/>GRADE</u></b> | <b><u>MIN HIRE<br/>RATE</u></b> | <b><u>MAX<br/>RATE</u></b> | <b><u>MINIMUM - MAXIMUM</u></b> | <b><u>CLASSIFICATION TITLE</u></b>              | <b><u>FLSA<br/>Status</u></b> |
|--------------------------------|---------------------------------|----------------------------|---------------------------------|---|-------------------------------|
| 23**<br>(Police)               | 20.76                           | 32.20                      | 46,149 - 71,580                 | Police Sergeant**                               | N                             |
| 24                             | 21.81                           | 33.83                      | 45,365 - 70,366                 | Neighborhood Improvement Manager                | N                             |
|                                |                                 |                            |                                 | Planner II                                      | N                             |
|                                |                                 |                            |                                 | PW Services Supervisor                          | N                             |
|                                |                                 |                            |                                 | Senior Fire Inspector                           | N                             |
|                                |                                 |                            |                                 | Senior Inspector                                | N                             |
| 25                             | 22.89                           | 35.51                      | 47,611 - 73,861                 | Chief Building Inspector                        | N                             |
|                                |                                 |                            |                                 | Information Technology Specialist               | N                             |
|                                |                                 |                            |                                 | Purchasing Manager                              | E                             |
|                                |                                 |                            |                                 | PW Operations Superintendent                    | N                             |
|                                |                                 |                            |                                 | Recreation Superintendent - Arts & Events       | E                             |
| 26                             | 24.03                           | 37.27                      | 49,982 - 77,522                 | Public Information Officer                      | E                             |
|                                |                                 |                            |                                 | Recreation Superintendent - Centers & Athletics | E                             |
|                                |                                 |                            |                                 | Senior Planner                                  | E                             |
| 27                             | 25.22                           | 39.14                      | 52,458 - 81,411                 | Stormwater Engineer                             | E                             |
|                                |                                 |                            |                                 | Police Lieutenant                               | E                             |
|                                |                                 |                            |                                 | Town Clerk                                      | E                             |
| 28                             | 26.51                           | 41.10                      | 55,141 - 85,488                 | Assistant Public Works Director                 | E                             |
|                                |                                 |                            |                                 | Police Administrative Manager                   | E                             |
| 29                             | 27.82                           | 43.17                      | 57,866 - 89,794                 |   |                               |
| 30                             | 29.21                           | 45.31                      | 60,757 - 94,245                 | Assistant Town Engineer                         | E                             |
|                                |                                 |                            |                                 | Deputy Police Chief                             | E                             |
| 31                             | 30.67                           | 47.60                      | 63,794 - 99,008                 |   |                               |
| 32                             | 32.20                           | 49.96                      | 66,976 - 103,917                | Economic Development Director                   | E                             |
|                                |                                 |                            |                                 | Human Resources Director                        | E                             |
| 33                             | 33.83                           | 52.46                      | 70,366 - 109,117                | Inspections Director                            | E                             |
| 34                             | 35.49                           | 55.37                      | 73,819 - 115,170                | Information Technology Director                 | E                             |
|                                |                                 |                            |                                 | Finance Director                                | E                             |
|                                |                                 |                            |                                 | Parks and Recreation Director                   | E                             |
|                                |                                 |                            |                                 | Planning Director                               | E                             |
|                                |                                 |                            |                                 | Public Works Director                           | E                             |
|                                |                                 |                            |                                 | Town Engineer                                   | E                             |
| 35                             | 37.27                           | 58.13                      | 77,522 - 120,910                | Police Chief                                    | E                             |
| 36                             | 39.12                           | 61.04                      | 81,370 - 126,963                |   |                               |
| 37                             | 41.08                           | 64.10                      | 85,446 - 133,328                | Assistant Town Manager                          | E                             |